

**POLICY 5**  
**WAGE AND SALARY ADMINISTRATION**

**Rule 5.12 - Open Range Pay Plan**

An Open Range Pay Plan shall be developed and maintained by the University human resources office, consistent with State Universities Civil Service System rules and the judicious expenditure of funds. Each Chancellor is delegated authority to administer the Open Range Pay Plan for his/her campus and to issue supplemental rules and procedures consistent with those of this chapter. The President may authorize suspension or modification of the structure or operation of the Open Range Pay Plan if circumstances warrant.

The Open Range Pay Plan will consist of salary grades of various range lengths to provide for recognition of different levels of responsibility and variations in performance. Classes will be assigned to salary grades based on position classification factors in order to maintain internal equity and alignment. Pay ranges established for grades shall reflect comparable market values for classes of work within each grade but shall be adjusted as appropriate to relate equitably to the pay ranges established for all other salary grades. A single pay range for each grade shall be established by the University within each Regional Compensation Area. Pay ranges for grades encompassing classes which primarily respond to a national market shall be uniform among all Regional Compensation Areas.